

Leadership and Capacity Program
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This year, WORC's Leadership and Capacity Program has sought to focus our resources on offering high quality trainings for the network, supporting those staff in our network that are leading field and organizing programs at our member groups, and providing increased support for field organizers and community organizers that are within their first 2 years in the network. Here are the highlights of our program offerings this year.

POCO training in Billings

WORC held our foundational organizing training- Principles of Community Organizing- in April in Billings, Montana. In total, we had 25 network members, staff, and allies attend the four day training. We were especially proud to have 13 member leaders from within our network attend the training!



Support Systems for Organizers Lab launches

In March, we launched the WORC Support Systems for Organizers Lab. This is a monthly convening of staff in the WORC network that are supervising organizers and field organizers and who are responsible for the organizing and field programs at their organizations. We have staff participating from the following organizations: North Dakota Native Vote, Nebraska Organizing Project, Dakota Resource Council, Dakota Rural Action, Powder River, Western Colorado Alliance, Northern Plains, and Oregon Rural Action.

Each monthly Lab will focus on a specific topic related to supervising, developing, and retaining organizers within our network and emphasizes systems and tools that supervisors can implement to reinforce each topic and build stronger organizing practices and more resilient organizing teams. Each Lab also has time for supervisors to workshop *together* a challenge that one of us is facing in our "Challenge Workshop", during which a participant comes to the Lab prepared to describe their challenge and receive feedback and ideas from the group on how to approach addressing that challenge.

Organizer School launches

In May, WORC launched its "Organizer School", a monthly, online series of trainings and workshops aimed at organizers and field organizers in our network who are within their first 2 years in their role. This space will focus on developing organizers and field organizers understanding of their roles and building the skills needed to be successful. The curriculum will take the shape of an interactive, workshop format that will allow participants to *apply* the theories and practices we teach at POCO and in our other trainings. We have over 20 network staff participating from nearly all WORC member groups!

WORC Summer Conference Planning

WORC's Leadership and Capacity Director, Sydney Ausen, serves as our WORC Summer Conference planning lead and has been working with our staff to put together an engaging Summer Conference for our network! This year's conference will seek to focus our network back to the organizing basics- strong local organizing, building strong campaigns, building people power for transformative change, and more. We're so excited to see you all in Grand Junction in just a few short weeks!

Bilingual POCO in Nebraska

WORC is in the midst of planning our 2nd Principles of Community Organizing training in 2024: a Bilingual POCO in Nebraska November 20th-22nd. We're so excited to be holding the first bilingual, Spanish/ English organizing training in WORC's history! We've contracted the bilingual, co-facilitation services of Yesenia Moya, a skilled community organizer in Nevada with years of experience designing and facilitating organizing trainings for a multicultural, bilingual audience. Yesenia will be working with the Nebraska POCO training team to evaluate and update our POCO training curriculum and related materials for a multicultural audience and will join us in Nebraska to be a Spanish Language facilitator for the training.

Member Group Consulting

In addition to developing and implementing the WORC training program, the Leadership and Capacity Program offers customized support to member groups to help build the capacity and efficacy of member groups. While there are many ways in which WORC staff are providing consulting to member groups, here are some of the larger consulting projects we've undertaken:

- **Mini organizer trainings with WNV, DRC, DRA, NDNV, NPRC-** Many of our member groups have been hiring new organizers and field organizers. It's often the case that staff are hired, but based on timing, have to wait a number of months before they can get to POCO and get some formal training in organizing. Some have requested WORC's support in providing mini organizing trainings or "organizer onboarding trainings" as we're calling them to their new staff. WORC has a series of short training modules to teach organizers about their role and the core principles early on.
- **Strategic Planning with IORC-** This year, IORC has embarked on a 5-year strategic planning process. WORC has been consulting with IORC to help their Strategic Planning Committee design the process they will use for strategic planning, and carry out that process over an 8-month time period. In addition to helping IORC staff and members to advance through each step of the strategic planning process, WORC will be facilitating an in-person strategic planning retreat for IORC members and staff later this summer.
- **Staff Retreat Planning and Facilitation with DRA-** WORC designed and facilitated a 3- day staff retreat in January for DRA's organizing team to provide some training and planning support around DRA's 2024 organizing plan. Additionally, WORC staff are designing and facilitating another 3-day retreat with DRA's whole staff at the end of June to provide further training on campaign planning, staffing local chapters, and opportunities for DRA staff to further develop their relationships with one another.